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Midcareer Course No. 30

26 September - 5 November 1971

COURSE REPORT

I. General

25X1A

The 30th Midcareer Course was run during the period 26 September through 5 November 1971. This course was almost identical with recent runnings in content and organization. The locale for a three-day segment of Phase III, however, was changed from Headquarters to the enabling us to invite some of the outside speakers to participate in more informal evening discussions similar to those held during Phase II at this innovation was warmly endorsed by the Midcareerists.

25X1A

The great majority of the students in their final critiques once again gave very high marks to the course as a whole. Several students commented that the course lives up to its reputation as the best the Agency has to offer.

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The 30th was the first all-male class in over two years. The average age of the students, 38.40, was the lowest in Midcareer Course history.

II. Opening and Closing of the Course

General Cushman delivered the Welcoming Remarks and congratulated the students on having been selected for the course. In some appropriate remarks he urged the students to make the most of this unique opportunity to expand their perspective.

Since the Director was unable to attend, Acting Executive Director Comptroller, substituted as final speaker.

gave the students a preview of the Presidential plan for the reorganization of the Intelligence Community. A brief question period followed after which the Director of Training handed out the Course Certificates.

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III. Phase I (Managerial Grid)

Thirty-one out of the student body of thirty-four participated in the Managerial Grid. Almost all of the students stated in their critiques that they had derived benefit from the Grid week.

IV. Phase II (The Agency and the Intelligence Community)

Although there was general agreement that Phase II is the "guts" of the course the students felt that the quality of the presentations varied extensively. In general the programs presented by the Science and Technology and Support Directorates were rated the best while the Clandestine Services program received the most adverse criticism. Indeed, the sharpest criticism of the spotty CS effort came, as usual, from the CS students themselves.

The 30th running marked the first time that several of the Agency presentations were moved from their traditional Phase II spot in the schedule to a new location within the Phase III time frame. Three of the Support Directorates presentations, those of the offices of Communications, Logistics and Medical Services were given in the 5th week of the course advantage of the facilities available there. Thus the Office of Communications, in addition to their regular presentation, offered Tours Logistics added an impressive demonstration to their usual highly effective presentation.

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The students singled out the following Agency speakers in Phase II as particularly deserving of praise: Messrs. Cunningham,

Dr. Tietjen.

The evening informal discussions were considered a vital part of Phase II by most of the students. After a somewhat slow start student participation in these evening sessions picked up rapidly.

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The session with CS speakers

was unusually spirited and went on until the small hours of the morning with almost the entire class remaining.

returning as a speaker in the Midcareer Course after a long absence, gave a particularly stimulating and provocative performance, both in his presentation and in the evening discussion.

The individual student presentations have long been regarded by Midcareerists as one of the most valuable and productive features in the entire course. Again these presentations won the high praise of almost all the students.

V. Phase III (U.S. Government and World Affairs)

25X1A 25X1A The students generally expressed their appreciation for the diversified and high quality program organized for them in Phase III. In particular they applauded the chance to get together with some of the outside speakers away from Headquarters in the informal atmosphere of Four non-Agency speakers were invited to James Bostain, who spoke on "How to Read a Foreigner"; D. B. Hardeman on "Congressional Dynamics"; Richard Walker on "Communist China and Japan" and formerly OCI) on "The Middle East". Two of the speakers, Hardeman and Walker participated in evening sessions.

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The high point of Phase III was the appearance of Brigadier General Alexander Haig, deputy to Henry Kissinger, who spoke to the class about the same time as his boss landed in Peking. General Haig discussed in some detail and with unexpected candor the strenghts and weaknesses of the present NSC system and the Intelligence Community product. He also outlined the rationale for the Presidents coming visit to Mainland China.

Of the outside speakers in Phase III the following were rated the highest by the students: Richard Scammon on "American Politics in the 1970's", on "Black Problems", Hyman Bookbinder on "The Urban Crisis", Marshall Green on "Current Developments and Problems Facing the U.S. Government in East Asia", The National Security Agency", James Bostain, D.B. Hardeman and of course General Haig. Low marks went to Charles Burton Marshall, who gave a tired presentation

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on "The Limits of U.S. Foreign Policy" and Joseph Dinunno from the Atomic Energy Commission who spoke on "Energy and the Environment". The session with Richard Walker, usually one of the best outside speakers, also fell below expectations, possibly because he was joined by a somewhat uninspired panel of three from the Agency in the evening's discussion. This panel never got off the ground.

Just prior to the Field Trip Bruce Clarke spoke on "Soviet Strategic Capabilities". This presentation, which Mr. Clarke has given to 15 consecutive classes, is of particular value and significant to the group before they visit SAC Headquarters, NORAD, the Strategic Missile Wings or any other Defense installation. Mr. Clarke gave his usual outstanding presentation.

The Field Trip of the 30th class, scheduled for SAC Headquarters, Nebraska, the 90th Stratigic Missile Wing at Warren AFB, Wyoming and the NASA facilities at Cape Kennedy, Florida, almost had to be cancelled. Two days before departure time informed us that the C-130 scheduled for the flight had been pulled off for an emergency trip and that no other planes, were available. In the last minute the trip was saved by the Air National Guard, which came through with the Air Guard One, a Super Constellation (C-121), a slower but certainly more comfortable plane than Midcareerists have been accustomed to during the past three years.

The students were in general agreement that the trip was very valuable and gave a dimension to the U.S. Defense and Space Effort which could not have been obtained in any other fashion. The hospitality shown by our hosts, especially the very cordial reception at Warren AFB, was appreciated by our Midcareerists.



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MIDCAREER COURSE

NO. 30 (OTR #1-72)

26 September - 5 November 1971

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MIDCAREER COURSE

NO. 30

CHIEF: 25X1A

Room 921, Chamber of Commerce

Ext. 2452

ASSOCIATE:

25X1A

Room 921, Chamber of Commerce

Ext. 2452

25X1A

TRAINING ASSISTANT:

Room 921, Chamber of Commerce

Ext. 2452

25X1A

Room 922, Chamber of Commerce

Ext. 2442

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FOREWORD

The Midcareer Course is the product of the determination at the highest levels of the Agency that promising officers be given an opportunity to widen their understanding of Management Practices, of current developments and problems in the Agency and the Intelligence Community, and of major issues facing the Government especially in the international field.

Phase I of the Course consists of a study of "The Managerial Grid" as a framework for understanding and applying effective managerial behavior. It provides an opportunity to examine individual assumptions and to practice selected skills.

Phase II deals primarily with the functions, relationships, and problems of various Agency components, and, to a lesser extent, with the activities of certain other organizations in the Intelligence Community.

During the final portion of the Course, <u>Phase III</u>, attention is focused primarily upon major developments and trends in <u>World Affairs</u> and upon some elements of national power which affect the U.S. Government's ability to exert influence on the international scene.

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WEDNESDAY, 22 September 1971 (USIB Conference Room, 7 E-26)

INTRODUCTION TO THE COURSE

1300 Registration

1315-1415 Introduction to the Course

25X1A

25X1A

Chief, Midcareer Course, SIWA/OTR

Nidcareer Course,

SIWA/OTR

25X1A

Support School, OTR

1500 Welcoming Address

Lt. Gen. R. E. Cushman, Jr.
Deputy Director of Central Intelligence

1530 Special Clearance Briefings

25X1A

Security Officer, OTR

MIDCAREER COURSE

NO. 30

PHASE I

THE MANAGERIAL GRID

Sunday, 26 September 1971

through

Friday, 1 October 1971

25X1A

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SUNDAY, 26 September 1971

1530	Arrive at	25X	(1A
1615	Convene in Conference Room (CR-11)		
	Welcoming Remarks		25X1A
	Security Briefing Security Off	icer,	25X1A
			25X1A
1700	Reception (Redwood)		
1800	Dinner		
1900-1930	General Session: Introduction to Seminar, Introduction to Grid Concepts Activity (CR-11)		
1930-2130	Team Activity: Grid Concepts Activity		
2130-2200	General Session: Scoring		

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MONDAY, 27	September 1971	
0800-0815	General Session: Lecture, "Star Introduction to Critique	rt-Pathway-Goal"
0815-1000	Team Activity: Critique	
1000-1030	Team Activity: Complete and Po	ost Wall Charts
1030-1200	General Session: Film and Lect Managerial Grid"	ure: "The
1200	Lunch	25X1A
1300-1315	General Session: Introduction to Activity 25X1A	
1315-1630	Team Activity:	
1630-1700	General Session: Scoring	
1700	Dinner	25X1A
1900-1915	General Session: Introduction to	Critique
1915	Team Activity: Critique	

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TUESDAY, 28 September 1971

0800-0830	General Session: Newsprint exchange on Critique 25X1A
0830-0845	General Session: Introduction to Team/ Committee Action Activity
0845-1200	Team Activity: Step 1: Developing team solution for Team/Committee Action
1200	Lunch
1300-1400	Team Activity: Step 2: Critique Complete wall charts
1400-1415	General Session: Introduction to Pair Discussions
1415-1515	Step 3: Pair Discussions
1515-1615	General Session: Step 4: Summarize point allocations Lecture: "Managing Intergroup Conflict" Introduction to Steps 5 & 6
1615-1700	Step 5: Pair Discussions: Critique of pair member's Grid Styles
1700	Dinner
1900	Team Activity: Step 6: Critique

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WEDNESDAY	, 29 September 1971
0800-0830	General Session: Newsprint exchange on Team/Committee Critique
0830-0845	General Session: Introduction to 12 Angry Men Activity
0845-1030	Film: 12 Angry Men
1030-1115	Step 1: Individual Work: Judgments of Managerial Styles of 12 Angry Men Characters
1115-1200	Step 2: Team Activity: Judging Managerial Styles of 12 Angry Men Characters
1200	Lunch
1300-1445	Team Activity: Complete Step 2
1445-1515	General Session: Step 3: Individual and Team Scoring of 12 Angry Men Introduction to Step 4
1515-1700	Team Activity: Step 4: Critique
1700	Dinner
1900-1915	General Session: Lecture: Organization Culture Concepts Introduction to Ideal Organization Culture Activity
1915	Team Activity: Ideal Organization Culture

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THURSDAY,	30 September 1971
0800-0830	General Session: Introduction to Personal Feedback
0830-1000	Team Activity
1015-1045	General Session: Exchange on Procedures and Progress
1045-1700	Team Activity
1700	Dinner
1900-1945	General Session: Individual Completion of Managerial Values
1945-2000	General Session: Introduction to Analyzing Organization Culture
2000	Team Activity: Analyzing Organization Culture

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FRIDAY, 1 October 1971

0800-0930	Team Activity (Contd.): Analyzing Organization Culture (Prepare Newsprint on 7 Barriers)
0930-1100	General Session: Newsprint Exchange
1100-1120	General Session: Feedback on Ideal/Actual Organization Culture, Managerial Values, Personal Grid Styles
1120-1200	General Session: Lecture, "Organization Development"
1200-1215	General Session: Summation of Seminar
1215	Lunch
1300	Briefing for Phase II
1430	ETD for Drivers and Passengers

MIDCAREER COURSE

NO. 30

PHASE III

THE UNITED STATES GOVERNMENT

AND

WORLD AFFAIRS

Tuesday, 19 October - Tuesday, 26 October 1971 Room 1A-07, Headquarters

Wednesday, 27 October - Friday, 29 October 1971

25X1A

Sunday, 31 October - Thursday, 4 November 1971 - FIELD TRIP Friday, 5 November 1971 - USIB Conference Room (7E-26)

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TUESDAY, 19 October 1971 (Room 1 A 07, Headquarters)

0845-0915 Individual Student Presentation

0930-1030 "The Limits of U.S. Foreign Policy"

Charles Burton Marshall

25X1A

1030-1130 Question Period

1145-1215 Individual Student Presentation

1230 Lunch

In the USIB Conference Room
(7 E 26, Headquarters)

1345-1415 Individual Student Presentation

1430-1530 "Current Developments and

Problems Facing the U.S.

Government in East Asia"

The Honorable
Marshall Green

Assistant Secretary of State for East Asian Affairs, Department

of State

1530-1600 Question Period

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WEDNESDAY, 20 October 1971 (Room 1 A 07, Headquarters)

0900-1000	"The President's Use of the National Security Council"	Brigadier General Alexander Haig Deputy Assistant to the President for National Security Affairs
1000-1030	Question Period	
1045-1145	"Energy and the Environment"	Joseph Dinunno Director, Office of Environmental Affairs, Atomic Energy Commission
1145-1215	Question Period	
1230	Lunch	
1315-1415	CIA Operations Center Briefing and Tour (Group A) (Room 7 F 33)	Deputy Chief, CIA Operations Center
	Critique Period (Group B) (Room 1A 07)	
1430- 1530	Individual Student Presentation	
1545-1645	"The United States Intelligence Board	Executive Secretary to the USIB

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THURSDAY, 21 October 1971 (Room 1 A 07, Headquarters)

0845-0915	Individual Student Presentation	•
0930-1030	"The National Security Agency"	Deputy Assistant Director for Production, National Security Agency
1030-1130	Question Feriod	
1145	Lunch	
1245-1345	CIA Operations Center Briefing and Tour (Group B) (Room 7 F 33)	Deputy Chief, CIA Operations Center
	Critique Feriod (Group A) (Room 1 A 07)	25X1A
1400-1530	"Soviet Foreign Policy"	

1530-1630 Question Period

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FRIDAY, 22 October 1971 (Room 1 A 07, Headquarters)

0900-1015	"The Urban Crisis in the United States"	Hyman Bookbinder Director, Washington Office, American Jewish Committee, (Former Assistant Director to the Anti- Poverty Program)
1015-1130	Question Period	
1145-1215	Individual Student Presentation,	
1230	Lunch	25X1A
1330-1445	"Black Problems"	
1445-1600	Question Period	
1615-1645	Administrative Time	

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TUESDAY, 26 October 1971 (Room 1 A 07, Headquarters)

0900	Assemble at Headquarters	
0910	Depart by Bus	25X1A
0935	Arrive a	25X1A
0945-1200	"The Imagery Analysis Service" Briefing and Tour	Howard Stoertz Director, Imagery Analysis Service
1210	Depart by Bus for Headquarters	
1230	Arrive at Headquarters	
1245	Lunch	
	Convene in USIB Conference Room	m (7E-26)
1400-1530	"Indo-China in Perspective"	Special Assistant to the Director for Vietnam Affairs
1540-1630	"Planning and Programming in CIA"	Deputy Director of Planning, Programming and Budgeting
1630-1700	Visit to the O/PPB Situation Roo	om
1730-1930	Class Reception (Executive Dining Room) 7D-48	Guests, Class, Staff and Wives

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WEDNESDAY, 27 October 1971 Cont.

1900-2130 "Congressional Dynamics"

D. B. Hardeman Former Special

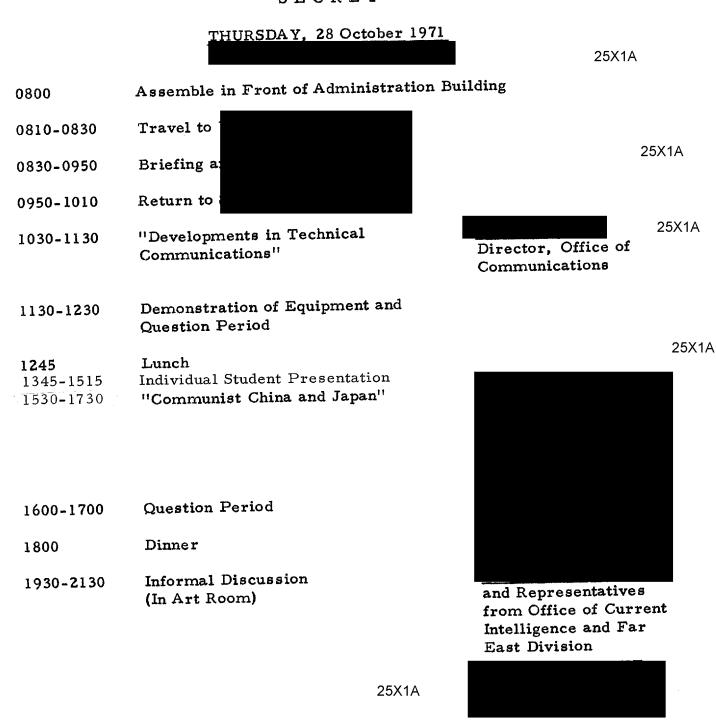
Assistant to Speaker Sam Rayburn and House

Presentation and Informal Discussion

Majority Leader

Hale Boggs

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FRIDAY, 29 October 1971

25X1A

0830-0900	Critique Period		25X1.
0900-0945	Field Trip Briefing	•	
1000-1100	"The Middle East"		
•			
1100-1200	Question Period		
1215	Lunch		
1315-1445	"Soviet Strategic Capabilities"	Bruce Clarke Director of Strategic Research	
1445-1530	Question Period		
1545	ETD for Drivers and Passengers		

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FIELD TRIP SCHEDULE FOR MC NO. 30 *

SUNDAY, 31 Oct	ober 1971	
1215	TO COD	Convene at Headquarters (SW Entrance)
1300	EST EST	Special Bus Leaves Headquarters for
1315 /230	ED I	Andrews AFB
<i>1315</i> 140 0	EST	Leave Andrews AFB for Offutt AFB,
140 0	ESI	Nebraska
·1715	CST	Arrive Offutt AFB
MONDAY, 1 Nov	ember 1971	
0800-1600	CST	Briefings and Tours at Strategic Air Command Headquarters
1630	CST	Leave Offutt AFB for Warren AFB,
		Cheyenne, Wyoming
1700	MST	Arrive Warren AFB
TUESDAY, 2 Nov	vember 1971	
0800-1630	MST	Briefings and Tours at 90th Strategic Missile Wing, Warren AFB
WEDNESDAY, 3	November 1	971
0830	MST	Leave Warren AFB for Patrick AFB, Florida
1630	EST	Arrive Patrick AFB
THURSDAY, 4 N	lovember 197	1
0800-1600	EST	Briefings and Tours at NASA, Cape Kennedy
1645	EST	Leave Patrick AFB for Andrews AFB
1930	EST	Arrive Andrews Andrews AFB
1945	EST	Special Bus Leaves Andrews AFB for Headquarters

^{*}The above FIELD TRIP SCHEDULE is subject to confirmation during the week prior to the Field Trip flight.

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FRIDAY, 5 November 1971 (At Headquarters)

0900	Convene in USIB Conference Room (7E-26)		
0900-1000	Administrative Time: Field Trip Accounting		
1000-1100	"American Politics in the 1970's" Richard Scamn Director, Elec Research Cente Washington, D.		
1100-1200	Question Period		
1215	Lunch		
1315-1400	Completion of All Course Critiques		
1400-1545	To Be Announced		
1600-1645	Closing Remarks:		
25X1A Acting Executive Director-Comptroller			
1645	Award of Certificates	Hugh Cunningham Director of Training	

MIDCAREER COURSE

NO. 30

PHASE II

THE AGENCY

AND

THE INTELLIGENCE COMMUNITY

Monday, 4 October through Friday, 15 October 1971

at the

25X1A

Monday, 18 October

at Headquarters Building

Room 1 A-07

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MONDAY, 4 October 1971

25X1A

0900	Convene in Classroom (CR-11)	
0915-0945	Administrative Time and Reading Period	
0945-1045	"The Agency and the Intelligence CommunityDevelopments and Froblems"	Hugh Cunningham Director of Training
1100-1200	Cuestion Period	
1215	Lunch	
1315-1400	Group Introductions	25X1A
1415-1500	"The Evaluation of National Intelligence Programs and the Agency's Relationship to the PFIAB"	Assistant Deputy for National Intelligence Programs Evaluation
1500-1515	Cuestion Period	25X1A
1530-1615	"The Agency's Relationship to the Congress"	Legislative Counsel
1615-1630	Cuestion Period	
1830	Dinner	25X1A
1930 - 2130 25X1A	Informal Discussion	Hugh Cunningham

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TUESDAY, 5 October 1971

25X1A

Reading Period 0800-0900 Film: "National Intelligence Estimates" Theater 0900-0940 25X1A First Seminar Period: 0945-1045 Deputy Director, Group I - "National Intelligence Estimates (CR-14 A)" Office of National Estimates Group II - "Economic Intelligence" 25X1A Chief, Free World Div. (Room 14 B) Office of Economic Research Second Seminar Period: 1055-1155 Group I - "Economic Intelligence" 25X1A (Room 14 B) Group II - "National Intelligence Estimates" (Room 14 A) 1200 Bus to 25X1A Buffet 1215 Edward Proctor Informal Discussion with the 1300-1430 Deputy Director for Intelligence Bus Returns to Admin Building 1435 25X1A "CIA's Current Intelligence Role" 1445-1530 Chief, Far East Division, Office of Current Intelligence

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Question Period

1530-1545

TUESDAY, 5 October 1971 (Cont.)

1600-1645 "The Agency's Responsibility in

Strategic Research"

Bruce Clarke

Director of Strategic Research

1645-1700 Question Period

1830 Dinner

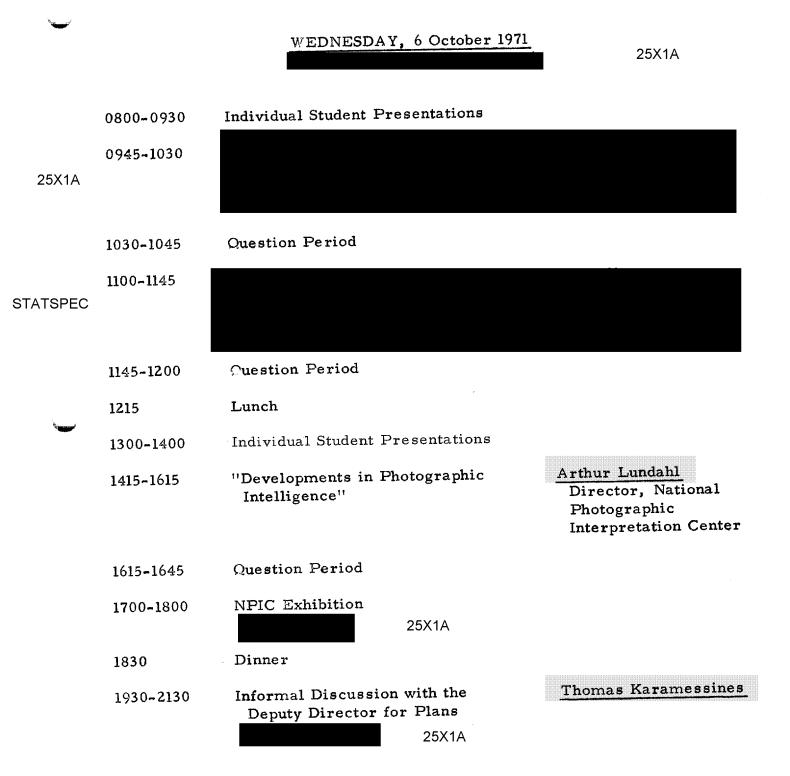
1930-2130 Informal Discussion

(A) 25X1A

25X1A

Bruce Clarke

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25X1A

THURSDAY, 7 October 1971

0800-0930	Individual Student Presentations	25X1A
0945-1200	Panel: "Field Station Activities"	

1215	Lunch	
1315-1345	Individual Student Presentations	
1400-1445	"Target: Soviet Bloc"	
1445-1515	Question Period	
1530-1615	"Target China"	

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WEDNESDAY, 13 October 1971

25X1A

0800-0930	Individual Presentations	
0940	Assemble in Arena "B"	
0945-1045	"Science and Technology in CIA"	Carl Duckett Deputy Director for Science and Technology
1045-1100	Question Period	
1115-1145	"The Agency's Research and Development Program"	Robert Chapman Director of Research and Development
1145-1200	Question Period	
1215	Lunch	
1300-1330	"ELINT Activities"	John McMahon Director of ELINT
1330-1345	Question Period	25X1A
1400-1430	"Scientific Intelligence"	Chief, Physical Sciences and Engineering Division, Office of Scientific
1430-1445	Question Period	Intelligence
1500-1530	"The Agency's Computer Services"	John lams Director of Computer Services
1530-1545	Question Period	25X1A
1600-1630	"Foreign Missile and Space Analysis"	Deputy Director of Foreign Missile and Space Analysis (FMSAC)

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Question Period

1630-1645

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25X1A

WEDNESDAY, 13 October 1971

1645-1700	Closing Remarks		Carl Duckett
1830	Dinner		
1930-2130	Informal Discussion		Carl Duckett Robert Chapman
		25X1A	John McMahon
5X1A		25X1A	John Iams

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THURSDAY, 14 October 1971

25X1A

0800-0930	Individual Student Presentation	s
0945-1030	"The Support Services"	Robert Wattles
1030-1045	Cuestion Period	AssistantDeputy Director for Support
1100-1145	"Security Considerations in Accomplishing the Agency's Mission"	Deputy Director of Security
1145-1200	Ouestion Period	
1215	Lunch	
1315 - 14 15	Tour of Base	
1430-1515	"The Nature and Scope of Training Support"	Deputy Director of Training
1515-1530	Question Period	
1545-1630	"Personnel Problems"	Harry Fisher Director of Personnel
1630-1645	Question Period	
1830	Dinner	
1930-2130	Informal Discussion 25X1A	Robert Wattles 25X1A Harry Fisher

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FRIDAY, 15 October 1971

25X1A

0800-0930	Individual Student Presentations	
0000-0730	IIIIIVIGGI DIGGEN 1 1 CD IIII	
0945-1030	"Financial Managment"	25X1A
		Deputy Director of Finance
1030-1045	Question Period	
1100-1145	"The Central Reference Service"	25X1A
		Director, Central
		Reference Service
1145-1200	Question Period	
121 5	Lunch	
1300-1400	Individual Student Presentations	
1400-1430	Administrative Time	
1445	ETD for Drivers and Passengers	3

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MONDAY, 18 October 1971 (At Headquarters)

	0730	Convene at Headquarters = In Front of Auditorium	25X1A
	0740	Bus Departs	
	0820	Bus Arrives	25X1A
	0830-1345	"Technical Services in Support of Operations"	Chief, Technical Services Division
		Presentations - Tours and Working Luncheon	25X1A Chief, Development and Engineering, TSD
•	1350	Bus Departs from for Headquarters	25X1A
	1425	Bus Arrives at Headquarters	
	1430	Convene in Classroom 1 A 07	
25X1A	1430-1500	Administrative Time:	
	1500-1545	"The Defense Intelligence Agency"	Deputy Director for Estimates, Defense Intelligence Agency
	1545-1630	Ouestion Period	